

May 20, 2010

Yolanda Cruz  
President, Municipal Employees' Federation  
c/o Library Department  
150 E. San Fernando St.  
San Jose, CA 95112

**Re: Response to AFSCME Information Request During Meeting on May 13, 2010**

Dear Yolanda:

During a meeting we had on May 13, 2010, we discussed an information request from AFSCME dated May 10, 2010. During this meeting you indicated that a very important information request made was one related to the vacation sellback costs for CAMP, AEA, AMSP, ALP and Unit 99 members in 2009-2010 and the past five fiscal years. You stated that your members were concerned that those groups did not take a "true zero" last year because they had the opportunity to sellback vacation.

As I indicated to you during our meeting, we have heard from some management units similar concerns about the non-management units not taking a "true zero" because they are able to earn overtime. You then requested information related to overtime for MEF and CEO.

Please find attached information related to the cost of overtime for MEF and CEO for the same time period as the vacation sellback information that you requested. Also per your request, we have also provided a breakdown of the overtime by Department for Fiscal Year 2009-2010.

Please let me know if you have any questions.

Sincerely,



Alex Gurza  
Director of Employee Relations

c: LaVerne Washington, CEO President  
Linda Dittes, AFSCME Business Agent

### Citywide Vacation Sellback by Fiscal Year

Employee Unit	Fiscal Year					
	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010 <sup>1</sup>	Total
AEA	\$228,921	\$267,090	\$373,632	\$568,900	\$509,736	\$1,948,279
ALP	\$48,592	\$34,548	\$47,453	\$90,198	\$90,813	\$311,604
AMSP	\$89,842	\$88,053	\$92,320	\$180,792	\$170,961	\$621,967
CAMP	\$413,705	\$429,190	\$483,254	\$684,875	\$680,814	\$2,691,838
Unit 99	\$516,797	\$845,951	\$644,298	\$989,780	\$783,030	\$3,779,857
<b>Total</b>	<b>\$1,297,858</b>	<b>\$1,664,832</b>	<b>\$1,640,958</b>	<b>\$2,514,545</b>	<b>\$2,235,353</b>	<b>\$9,353,545</b>

### CEO & MEF Overtime by Fiscal Year

Employee Unit	Fiscal Year					
	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010 <sup>1</sup>	Total
CEO	\$76,635	\$151,082	\$129,326	\$112,469	\$110,964	\$580,477
MEF	\$2,241,869	\$2,691,133	\$2,829,146	\$2,903,602	\$1,599,108	\$12,264,858
<b>Grand Total</b>	<b>\$2,318,504</b>	<b>\$2,842,215</b>	<b>\$2,958,473</b>	<b>\$3,016,070</b>	<b>\$1,710,072</b>	<b>\$12,845,334</b>

**Source:** PeopleSoft Data

**Note:** <sup>1</sup>As of May 1, 2010

CEO & MEF Overtime by Department  
Fiscal Year 2008-2009

Department	CEO	MEF	Total
Airport		\$135,202	\$135,202
City Attorney's Office	\$1,344		\$1,344
City Manager's Office	\$55,731	\$15,204	\$70,935
Convention Arts Entertainment		\$103,633	\$103,633
Council Offices		\$100	\$100
DOT		\$97,020	\$97,020
ESD	\$13,709	\$99,966	\$113,675
Finance	\$2,194	\$17,507	\$19,700
Fire	\$6,014	\$291,698	\$297,711
General Services		\$214,146	\$214,146
Housing		\$19,038	\$19,038
Human Resources	\$9,729	\$4,194	\$13,924
Information Technology	\$4,868	\$130,968	\$135,836
Library		\$77	\$77
Lilbrary		\$67,275	\$67,275
Office of Economic Development		\$716	\$716
PBCE	\$125	\$131,467	\$131,592
Police	\$2,872	\$1,158,066	\$1,160,938
PRNS	\$354	\$62,195	\$62,549
Public Works	\$1,505	\$355,050	\$356,555
Retirement	\$14,024	\$81	\$14,104
<b>Total</b>	<b>\$112,469</b>	<b>\$2,903,602</b>	<b>\$3,016,070</b>

**Source:** PeopleSoft Data